



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO:

OPNAVINST 1414.3A
N77
29 April 2003

OPNAV INSTRUCTION 1414.3A

From: Chief of Naval Operations
To: All Ships and Stations (less Marine Corps field addressees not having Navy personnel attached)

Subj: DIVING SALVAGE WARFARE SPECIALIST QUALIFICATION

1. **Purpose.** To issue the requirements for qualification and designation of enlisted personnel as Diving Salvage Warfare Specialist's (DSWS).

2. **Cancellation.** OPNAVINST 1414.3.

3. **Discussion.** Attainment of DSWS designation signifies that a diver has excelled in competency and professionalism, and has achieved leadership positions beyond basic diver Navy Enlisted Classification (NEC) qualification. The qualification signifies that the diver is fully competent in his/her rate, as well as in the areas of salvage, underwater ships husbandry, small arms, damage control, maintenance and material management, quality assurance and safety. The DSWS qualification may only be obtained through the formal program prescribed by this instruction. The Command Master Diver shall be designated as the DSWS coordinator. Commands without Master Divers shall designate the senior DSWS qualified Diver.

4. **Eligibility.** DSWS qualification recognizes the efforts of enlisted individuals trained in diving operations. DSWS qualification is mandatory for all active duty E-5 and senior enlisted personnel who meet the eligibility requirements. Active duty E-4 and junior personnel and enlisted selected reservists may qualify for DSWS qualification if they meet the eligibility requirements. Eligibility to attain the DSWS designation is limited to the following:

a. United States Navy enlisted personnel on active duty, drilling or active duty USNR currently holding the following NEC's:

(1) Master Diver - NEC 5341

- (2) Saturation Master Diver - NEC 5346
- (3) First Class Diver - NEC 5342
- (4) Saturation Diver - NEC 5311
- (5) Second Class Diver - NEC 5343
- (6) Diving Medical Technician - NEC 8493
- (7) Diving Medical Technician, Independent Duty - NEC 8494
- (8) Advanced Underwater Construction Technician - NEC 5931
- (9) Basic Underwater Construction Technician - NEC 5932

b. Enlisted Selected Reservists must:

- (1) Be in a satisfactory drill status.
- (2) Complete at least two periods of Reserve Annual Training.
- (3) Complete all DSWS requirements within 60 months of commencement of the DSWS qualification process.

5. Standards. Candidates for DSWS shall:

- a.** Comply with eligibility criteria in paragraph 4.
- b.** Complete at least 12 months accumulated time as a Second Class Diver NEC 5343, Diving Medical Technician NEC 8493 or Basic Underwater Construction Technician NEC 5932.
- c.** Demonstrate effective leadership and directing ability, receive at least one observed evaluation, have an overall trait average of not less than 3.0 and be promotable or above during the most recent reporting period.
- d.** Complete the following Personnel Qualification Standards (PQS) for initial qualifications:

(1) Damage Control, (NAVEDTRA 43119 SERIES). Complete Watchstation 303 Basic Damage Control.

(2) Maintenance and Material Management (3-M) Systems (NAVEDTRA 43241 SERIES). Qualification commensurate with paygrade.

(3) Small Arms, (NAVEDTRA 43466 SERIES) Complete Watchstations 301 9mm Pistol Operator, 312 12 Gauge Shotgun Operator, and 314 5.56mm M16 Rifle Operator. Applicable only for Salvage, EOD, SPECWAR, and U.S. Marine Corps(USMC) Commands.

(4) Diving Salvage Warfare Specialist (NAVEDTRA 43910 SERIES). In addition to the DSWS Fundamentals PQS, the candidate will complete DSWS Watchstations listed for the Specific Mission Area he/she is currently assigned in order to complete final qualification as a Diver Salvage Warfare Specialist.

(a) Personnel in non-diving Staff Billets are required to complete the DSWS core portion only.

(b) Salvage. Complete DSWS Watchstations 302 DLSS Operator, 303 Chamber Operator, and 308 DLSS Maintenance Technician.

(c) Underwater Ship Husbandry. Complete Watchstations 302 DLSS Operator, 303 Chamber Operator, 308 DLSS Maintenance Technician, and 321 UWSH Specialist.

(d) Training. Complete Watchstations 302 DLSS Operator, 303 Chamber Operator, and 308 DLSS Maintenance Technician.

(e) Research, Development, Test and Evaluation. Complete Watchstations 302 DLSS Operator, 303 Chamber Operator, and 308 DLSS Maintenance Technician.

(f) Special Warfare/USMC. Complete Watchstations 302 DLSS Operator, 308 DLSS Maintenance Technician, and 312 MK-25 Technician.

(g) Explosive Ordnance Disposal. Complete Watchststions 302 DLSS Operator, 303 Chamber Operator, 308 DLSS Maintenance Technician and 310 MK-16 Technician,.

(h) Aviation Survival Training Center. Complete Watchstations 302 DLSS Operator and 308 DLSS Maintenance Technician."

e. Display general knowledge of the platform specific overall mission, diving system capabilities, emergency recompression chamber system capabilities, and other mission-essential systems through written examination, hands-on demonstration of knowledge, and an oral examination by a multi-member board. The membership of this board shall include, at a minimum, one Master Diver and two qualified DSWS members. DSWS PQS (core and platform specific) and the ability to demonstrate command knowledge should be used as the foundation for the examination. The oral board will make a recommendation of qualification to the qualifying officer (in most cases the commanding officer). The qualifying officer will review the results and recommendations of the board and make the final determination for qualification.

6. Amplifying Information

a. Final qualification must be documented on a page 4 in the candidate's service record. Subsequent re-qualifications will also be documented. Documentation will include the type of platform DSWS Professional Qualification Standard (PQS) completed as outlined in paragraph 6b. Specifically, E5 and above personnel will have 12 months to complete initial DSWS qualification upon reporting or must be demonstrating significant progress towards qualification. This reporting date will equate to the commencement date.

b. Significant Progress Towards: The term "Significant Progress Towards" is self-explanatory and should be utilized only in those rare instances when the sailor was not able to meet the deadline (i.e. severe personal hardship/illness). The commanding officer, with recommendation from the command Master Diver, must grant "Significant Progress Towards" status and it should be documented on a Page 13. Qualification should not be delayed due to operational schedules.

c. If qualification has not been achieved upon transfer to another command, the new command shall recognize recorded Professional Qualification Standard (PQS) attainment to date, but

may require a re-demonstration of knowledge in any area deemed appropriate.

7. Approval of Qualification. After satisfactory completion of the requirements within this instruction, approval of DSWS will be as follows:

a. Commanding officer's approval/written designation.

b. When members have been qualified or re-qualified for DSWS designation, an entry shall be made in their service records as follows:

(1) Annotation in Professional Qualification Standard (PQS) qualification entry section of page

(2) Page 13 entry as follows:

"(Date) Qualified (or re-qualified) as a Diving Salvage Warfare Specialist (DSWS) (platform type) this date and assigned the Diving Salvage Warfare Specialist (DSW) designator."

c. The appropriate Diary Message Reporting System (DMRS) entry will be submitted by the cognizant personnel office for the qualifying command at the time of qualification.

d. "DSW" is placed in parentheses immediately after the members rate abbreviation, i.e., BM2(DSW).

e. Upon awarding of "DSW" the members diving group designator device authorized will represent the warfare device.

f. In the interest of maintaining consistent standards of qualification, appropriate type commanders and Immediate Superiors in Command (ISICs) are directed to ensure that subordinate units are following the spirit and intent of this instruction. This should be accomplished by monitoring and evaluating qualifiers and qualification programs.

8. Qualification Continuance. For active duty personnel, once qualification has been achieved, transfer to another command will require renewal of qualification. For selected reserve (SELRES) personnel, renewal of qualification will be required upon mobilization to another command.

a. Transfers between same platform types. When an individual transfers between commands of the same type, the individual must re-demonstrate core fundamentals and general knowledge of the command's overall mission, capabilities, diving systems, recompression chamber systems, and other mission-essential systems through an oral demonstration of knowledge. Upon a satisfactory demonstration of knowledge, a recommendation will be made to the commanding officer for final qualification. An individual renewing qualification on same type platform shall not be required to re-complete the platform specific PQS if previously completed. However, tailored platform specific PQS may be used to facilitate re-qualification. The individual renewing qualification must update/re-qualify as required to meet requirements outlined in paragraph 4d. Commencement of DSWS renewal will be considered as the embarkation day for all previously qualified personnel. Completion of qualification on the new unit must be documented on page 4 in the candidate's service record per paragraph 6b. Specifically, E5 and above personnel will have 12 months to complete DSWS re-qualification upon reporting. This time limit shall be adjusted to compensate for time lost through official off ship assignment during the first 12 months and should also be documented.

b. Transfers between commands of different platforms. When an individual transfers between commands of different types, the individual shall demonstrate core fundamental and general knowledge of the command's overall mission, capabilities, diving systems, recompression chamber systems and other mission-essential systems through written examination, hands-on demonstration of knowledge and oral multi-member board. This board will be conducted as outlined in paragraph 5f. An individual renewing qualification on different type commands will be required to complete the platform specific PQS for the unit of qualification, update/re-qualify as required to meet requirements outlined in paragraph 4f, and complete any additional watchstation requirements unique to that platform. Commencement of DSWS renewal will be considered as the embarkation day for all previously qualified personnel. Completion of qualification on the new unit must be documented on page 4 in the candidate's service record per paragraph 7b. Specifically, E5 and above personnel will have 12 months to complete DSWS re-qualification upon reporting. This time limit shall be adjusted to compensate for time lost through official off ship Temporary Additional Duty

(TAD) assignment during the first 12 months and should also be documented.

9. Failure to Qualify. E-5 and senior eligible enlisted personnel, who fail to qualify within the required time limits, will have a page 13 entered into their service record and the failure will be reflected in the next evaluation or fitness report. As this qualifications documents the requisite professional growth and development of Navy Divers, commanding officers should strongly consider withdrawing advancement recommendations for those that do not qualify.

10. Disqualification

a. Members previously qualified shall be disqualified by their commanding officers if any of the following conditions exist:

(1) Failure to maintain promotable status per the enlisted evaluation guidelines.

(2) Refusal to accept or perform duties.

(3) Failure to complete DSWS re-qualification within prescribed time limits.


b. Formal notification of disqualification shall be recorded in the member's service record as follows (specific rationale for disqualification must be stated in page 13 entry):

"(Date) Failed to maintain qualification as an Diving Salvage Warfare Specialist in that (include specific rationale for disqualification). Member has been informed that as of this date he/she is disqualified and is no longer authorized to use the Diving Salvage Warfare Specialist (DSW) designator."

11. Waivers. Requests to waive any part of this instruction will be submitted to Chief of Naval Operations (N77) via the unit's administrative chain of command (to include the appropriate type commander).

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12. Implementation. The above requirements are effective as of the date of this instruction. Sailors who qualified DSWS prior to the date of this instruction are required to requalify in accordance with paragraph 8 after transfer to their next command.


P. F. SULLIVAN
Director, Submarine Warfare Division

Distribution:
SNDL Parts 1 and 2